FreshPoint Dallas
Paid Holiday Program Summary

PURPOSE

FreshPoint Dallas understands the importance of recognizing holidays. This document establishes the Company holiday schedule and guidelines for non-union associates of FreshPoint Dallas.

SCOPE

The paid holiday schedule and related administrative provisions are effective as of January 1, 2020 and apply to all non-union associates working for FreshPoint Dallas.

OVERVIEW

Because FreshPoint Dallas encourages associates to celebrate significant holidays, associates receive paid Company holidays. Company holidays are set each year based on the operations of the business.

ELIGIBILITY

Associates who regularly work full-time or part-time (regularly scheduled to work less than 30 hours per week) are eligible for paid holidays. There is no waiting period for newly hired full-time or part-time associates before becoming eligible for Company holiday pay.

Temporary workers or contractors are not eligible for paid holidays.

OBSERVED COMPANY HOLIDAYS:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Floating holidays may be used to receive paid time off for holidays not listed above.

FLOATING HOLIDAYS

In addition to the paid Company holidays identified above, associates are granted 2 floating holidays each calendar year. Floating holidays must be scheduled and approved in advance by the associate's supervisor to enable the Company to effectively plan for the necessary redistribution of work, adjust the work schedules of other associates, and to minimize any

interruption to serving our customers. The Company reserves the right to refuse requests for use of a floating holiday if insufficient notice is provided and the associate's absence will significantly disrupt business operations.

COMPANY HOLIDAYS DURING OTHER APPROVED TIME OFF

If a Company holiday occurs during an associate's approved paid time off, that day will be counted as a paid holiday and not as a sick or vacation day.

WORK AT OTHER SYSCO COMPANIES

If an associate leaves one Sysco company and is hired by another Sysco company, the associate will receive paid holidays in accordance with the new company's schedule.

HOLIDAYS WHILE ON LEAVE OF ABSENCE

Associates on paid or unpaid leaves of absence are ineligible to receive pay for company holidays or floating holidays. However, if a Company holiday occurs during a period of time in which an associate substitutes paid time for unpaid leave time, that day will be counted as a paid holiday, rather than a sick or vacation day.

LOCAL POLICIES AND PROCEDURES

FreshPoint Dallas operates in many states, and it is the Company's intention to comply with all applicable legal requirements. Accordingly, if a provision of these paid holiday guidelines conflicts with applicable local legal requirements, FreshPoint Dallas adopt regional or state-specific policies on this subject and will abide by all legal requirements.

PROGRAM ADMINISTRATION

Please direct questions about this program to your HR Business Partner.

The paid holiday guidelines are subject to change from time to time. Any changes to the guidelines or this summary document require approval by Sysco Legal and Sysco Total Rewards.